

# SENATE STUDY COMMITTEE ON RURAL MEDICAL PERSONNEL RECRUITMENT

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*Georgia Nursing Leadership Coalition (GNLC)*



# Georgia Nursing Leadership Coalition (GNLC) – Unified Taskforce

- GNLC Unified Taskforce Objectives:
  - Jointly identify and analyze issues impacting nursing workforce challenges in Georgia, including licensing barriers/challenges.
  - Collaborate to prepare presentations and testimony for the GA WORKS Licensing Commission and other pertinent Senate/House study committees.
- Organizations represented include: GNLC, GNA, UAPRN, GANDD, GANE, AANP, representation from various nursing schools, hospitals leadership and other miscellaneous nursing associations
- In conjunction with the Georgia Board of Nursing Leadership to identify key barriers/challenges impacting the nursing licensure process and offer recommendations for consideration

# Nursing in Georgia by the Numbers

Despite the well-known shortage in Georgia, and across the country, nursing remains one of the largest workforces in the state.

## **169,635 Active Licenses as of 8/3/2023\***

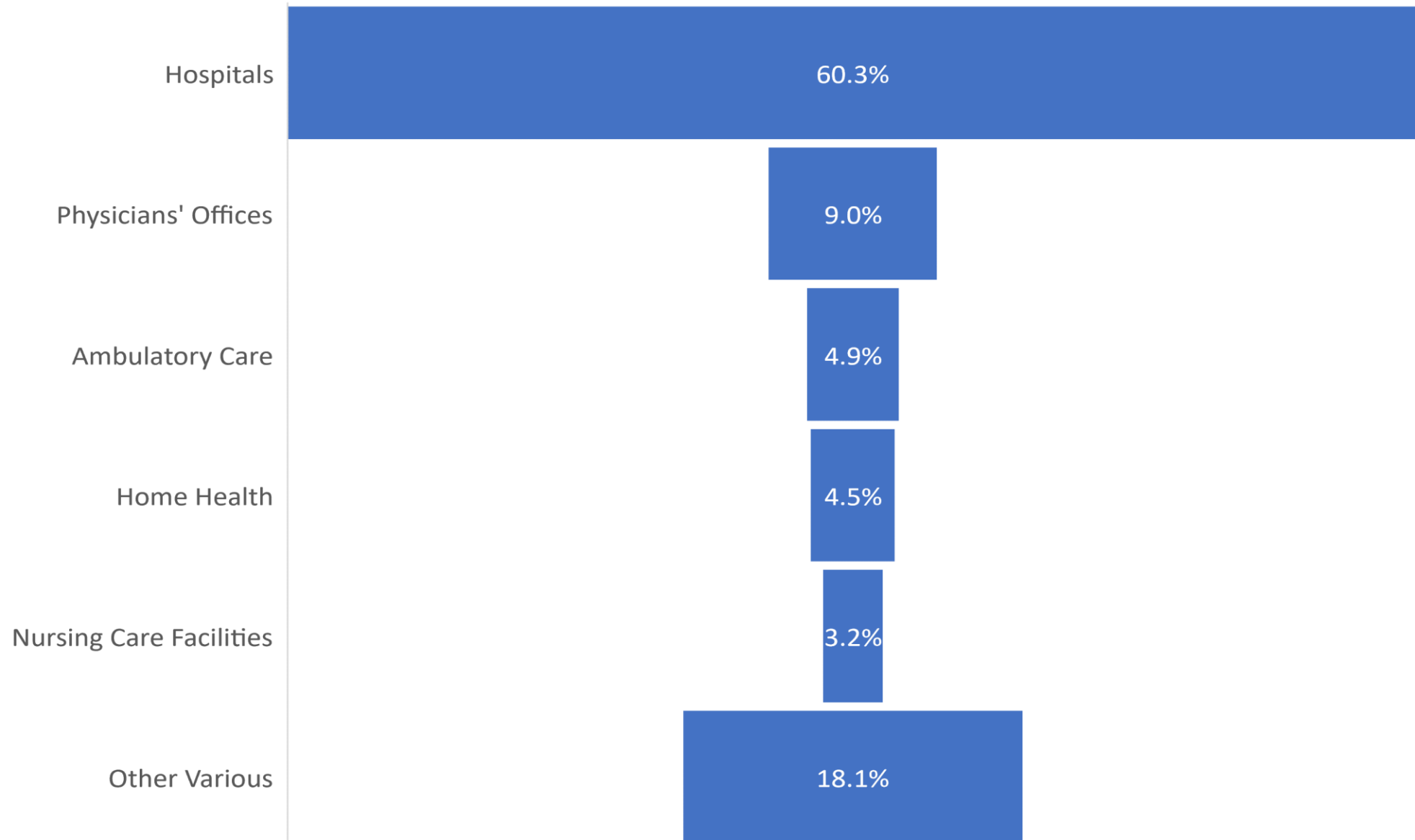
- ❖ LPN: 28,152

- ❖ RN: 141,483

- APRN (NP, CNM, CRNA,CNS): 20,922

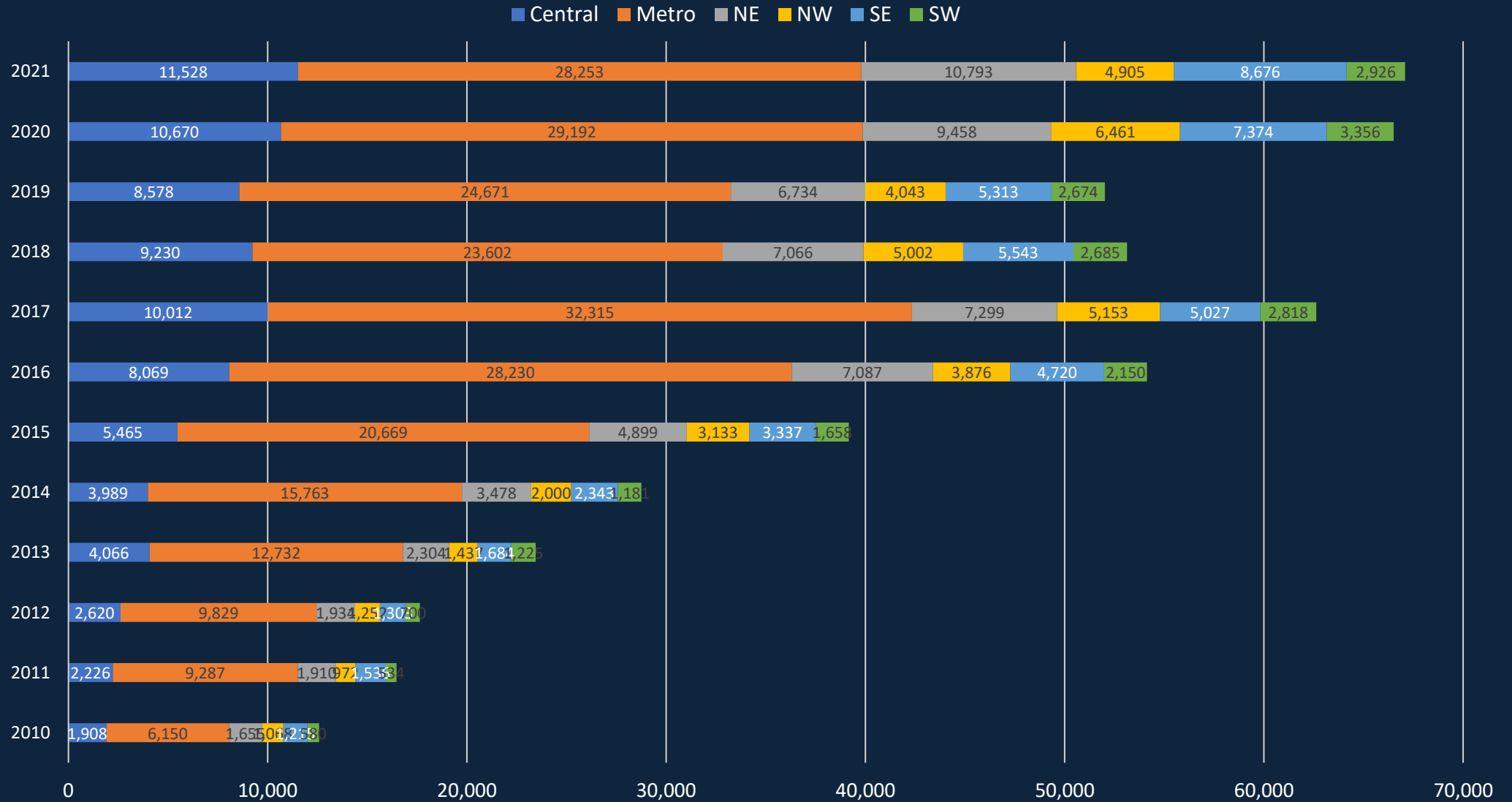
## Shares Captured of Total RN Employment, by Location: 2021 Q3

Source: JobsEQ; Atlanta Regional Commission RAG/ Nexus



# RN Job Postings Over Time: State of GA, by Regions; Full Year

Source: Burning Glass; Atlanta Regional Commission RAG/ Nexus



# RURAL JOB POSTINGS



## INTERACTIVE NURSING WORKFORCE DASHBOARD

Supply, demand, demographic and labor statistics to develop appropriate recruitment and retention strategies.

### INSTRUCTIONS

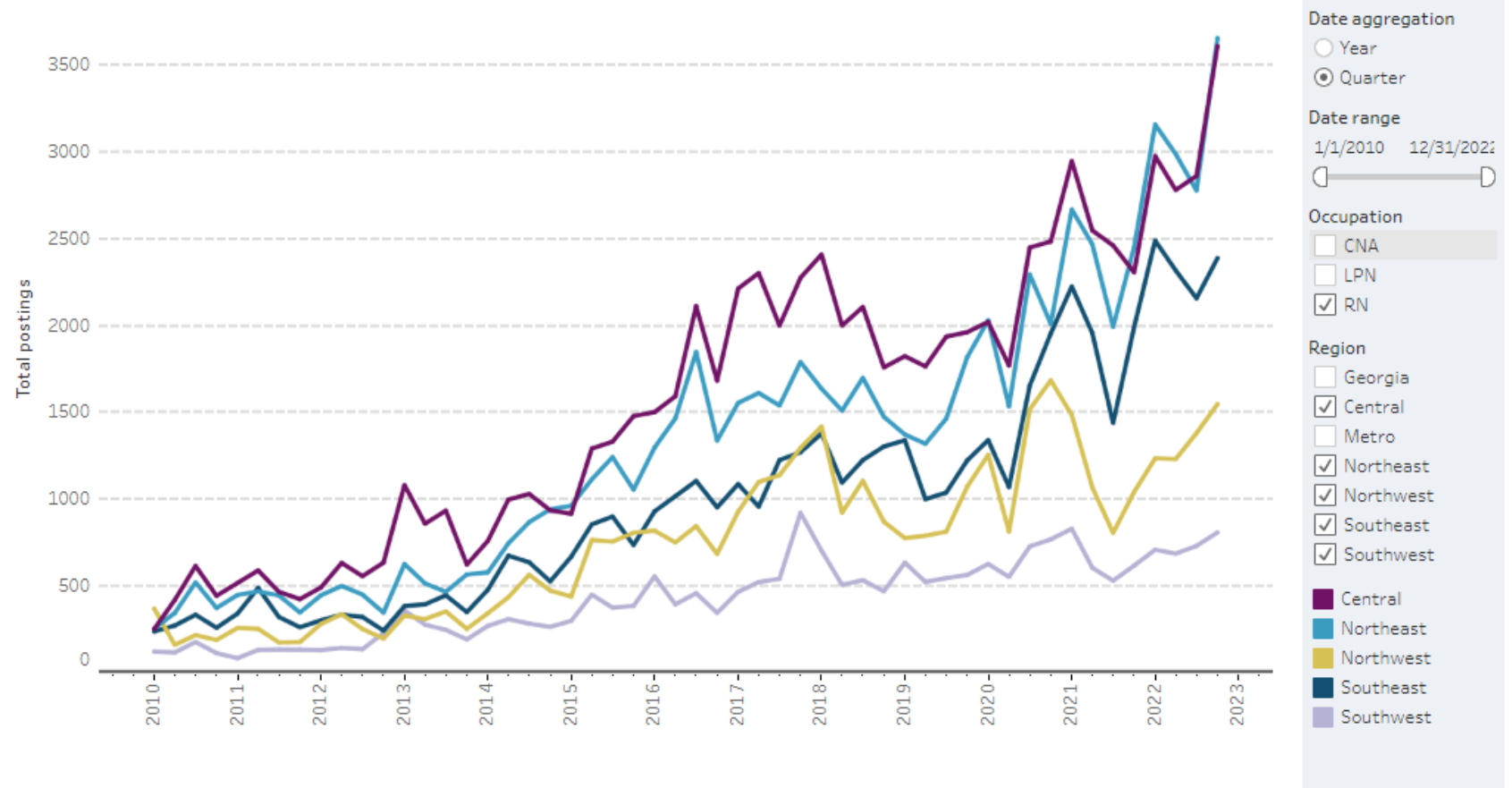
- 1- Use the filters and slide bar on the right-hand column to explore the data.
- 2- Hover over an item for specific details.

WORKFORCE SUPPLY

WORKFORCE DEMAND

JOB POSTINGS

## JOB POSTINGS



# Causes for the Shortage of Rural Nurses

- Wage Gap (Average Approx. RN Salary Based on region)
  - *Metro Atlanta - \$77,000*
  - *NE Georgia - \$68,800*
  - *SE Georgia - \$63,500*
  - *SW Georgia - \$62,800*
  - *Central Georgia - \$65,500*
  - *NW Georgia - \$67,200*
- Lack incentives that keep nurses graduating from schools located in rural Georgia practicing in those communities

# Recommendations

- **Student Loan Forgiveness**
  - Forgive a portion of nurses' student debt if they commit to live and work in rural Georgia.
  - Georgia has implemented the Physicians for Rural Areas Assistance Program (PRAA) which provides loan forgiveness to doctors willing to practice in rural areas.
- **Tax Incentives**
  - Offer a tax credit for nurses to nurses that commit to live and work in rural Georgia
  - Georgia already offers a tax credit to nurses and physicians that serve as uncompensated preceptors for nursing and medical students.
- **Invest in structured nurse residency programs to support the transition from student to practicing nurse professional**
  - higher retention rates
  - Improved clinical confidence
  - Decrease in burnout
  - Improved patient outcomes

# Recommendations

- Incentivize and encourage collaborative partnerships between Schools of Nursing and Healthcare providers
  - Consider expanding eligibility for financial aid programs (Like the HOPE Scholarship) to students interested in upskilling to the next higher credential in healthcare
  - Create “Earn-and-learn” programs could provide stipends that allow students to earn wages while completing their required clinical hours
  - Consider founding new healthcare-focused scholarships that provide expanded eligibility for nursing students

# The Atrium Health Floyd School of Health Sciences

- **Atrium Health Floyd Department of Nursing**

- A multi-year partnership between Atrium Health Floyd and Georgia Highlands College with the goal of increasing the number of nursing student positions at GHC and growing the number of nurses entering the workforce in Northwest Georgia.

- **Student Benefits**

- Scholarships
- Tuition assistance
- Financial assistance for things like books and other learning materials
- Procurement of simulation equipment for training
- Funded clinicals for nursing students

- **Faculty Benefits**

- A fully funded faculty position
- Adjunct Faculty for the Department of Nursing
- Funds for Faculty Retention

**Questions?**

# THANK YOU!

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